

Teacher Recruitment and Retention Blue Ribbon Commission

Recommendations

Immediate Priorities

- Change law to raise the minimum starting teacher salary to at least \$38,000 and, in the meantime, continue the Teacher Baseline Salary Grant program
- Prioritize annual funding for the Career Ladder Program
- Establish sustainable funding for district “Grow Your Own” Programs
- Encourage districts to implement team-based teaching models to provide greater flexibility for collaboration and planning among teachers

Short-Term Priorities

- Establish a state fund to help districts pay for both the increased minimum starting salary and more competitive salaries overall (to replace the Teacher Baseline Salary Grant program)
- Increase support for teacher mental health, including model policies and procedures
- Support the existing Urban Flight and Rural Needs Scholarship Program Fund

Long-Term Priorities

- Amend the Constitution and the Teacher Tenure Act to allow teachers to receive salary supplements for working in subject shortage areas and high-needs schools
- Provide additional compensation for teachers with National Board Certification

The State Board of Education’s Teacher Recruitment and Retention Blue Ribbon Commission was charged with providing clear action steps and suggested policy changes to address teacher workforce challenges in Missouri. Their October 2022 recommendations were divided into categories based on implementation feasibility, with the early priorities reflected in DESE’s FY 2024 budget request.



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